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Department of Defense

# CIVILIAN MANPOWER STATISTICS

SEPTEMBER 30, 1990

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Department of Defense

# CIVILIAN MANPOWER STATISTICS

September 30, 1990

*Issued Quarterly by  
Washington Headquarters Services  
Directorate for Information  
Operations and Reports (DIOR)*

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## FOREWORD

*Civilian Manpower Statistics (CMS)* is a quarterly publication prepared by the Washington Headquarters Services, Directorate for Information Operations and Reports (WHS/DIOR) of the Office of the Secretary of Defense.

CMS provides statistical information on the civilian work force of the Department of Defense (DoD), with the exception of personnel of the National Security Agency, the Defense Intelligence Agency, and personnel paid from nonappropriated funds. It is produced primarily from a computerized data base developed and maintained by WHS/DIOR from monthly information provided to the Office of Personnel Management on SF 113-A, Monthly Report of Federal Civilian Employment.

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TABLE 1

# DoD Civilian Employment by Function and Employment Status, According to Defense Component - September 30, 1990

FUNCTION/EMPLOYMENT STATUS	TOTAL DoD a/	ARMY	NAVY b/	AIR FORCE	OTHER DoD ORGS. c/
MILITARY FUNCTIONS					
OMB CEILING EMPLOYMENT	1,072,805	382,058	342,101	249,862	98,784
DIRECT HIRE	996,775	328,688	331,982	238,831	97,274
INDIRECT HIRE	76,030	53,370	10,119	11,031	1,510
TOTAL EMPLOYMENT	1,080,573	385,878	344,390	250,850	99,455
DIRECT HIRE	1,004,543	332,508	334,271	239,819	97,945
INDIRECT HIRE	76,030	53,370	10,119	11,031	1,510
CIVIL FUNCTIONS (ALL DIRECT HIRE)					
OMB CEILING EMPLOYMENT	27,258	27,257	0	1	0
TOTAL EMPLOYMENT	29,187	29,186	0	1	0
TOTAL MILITARY AND CIVIL FUNCTIONS					
OMB CEILING EMPLOYMENT	1,100,063	409,315	342,101	249,863	98,784
DIRECT HIRE	1,024,033	355,945	331,982	238,832	97,274
INDIRECT HIRE	76,030	53,370	10,119	11,031	1,510
TOTAL EMPLOYMENT	1,109,760	415,064	344,390	250,851	99,455
DIRECT HIRE	1,033,730	361,694	334,271	239,820	97,945
INDIRECT HIRE	76,030	53,370	10,119	11,031	1,510

a/Included in Total Employment but excluded from Office of Management and Budget (OMB) Ceiling Employment are employees exempt from OMB ceiling control. Refer to Office of Personnel Management Federal Personnel Manual System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

b/Includes Marine Corps civilian personnel.

c/See Glossary for a list of Other DoD Organizations.

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TABLE 2

Trends in DoD Civilian Employment Subject to OMB Ceiling,  
By Function, Employment Status, and Defense Component

FUNCTION/COMPONENT EMPLOYMENT STATUS	END STRENGTHS, LAST 4 FISCAL YEARS				LAST 3 MONTHS		
	30 SEP 86	30 SEP 87	30 SEP 88	30 SEP 89	31 JUL 90	31 AUG 90	30 SEP 90
MILITARY FUNCTIONS	1,112,901	1,134,145	1,090,479	1,117,449	1,089,683	1,084,136	1,072,805
DIRECT HIRE a/	1,027,866	1,049,337	1,010,306	1,037,632	1,013,414	1,007,907	996,775
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	76,269	76,229	76,030
ARMY	414,774	420,145	394,842	405,008	396,375	389,882	382,058
DIRECT HIRE	355,343	359,966	338,525	349,171	342,851	336,416	328,688
INDIRECT HIRE	59,431	60,179	56,317	55,837	53,524	53,466	53,370
NAVY	342,727	354,162	348,570	354,942	344,538	342,719	342,101
DIRECT HIRE	332,363	343,672	338,369	344,436	334,403	332,595	331,982
INDIRECT HIRE	10,364	10,490	10,201	10,506	10,135	10,124	10,119
AIR FORCE	264,299	265,326	254,070	261,571	256,782	252,570	249,862
DIRECT HIRE	250,655	252,767	242,029	249,662	245,690	241,434	238,831
INDIRECT HIRE	13,644	12,559	12,041	11,909	11,092	11,136	11,031
OTHER DoD ORGANIZATIONS c/	91,101	94,512	92,997	95,928	91,988	98,965	98,784
DIRECT HIRE	89,505	92,932	91,383	94,363	90,470	97,462	97,274
INDIRECT HIRE	1,596	1,580	1,614	1,565	1,518	1,503	1,510
CIVIL FUNCTIONS a/							
(ALL DIRECT HIRE)	30,817	29,753	30,446	29,248	28,738	28,582	27,258
ARMY	30,814	29,751	30,444	29,246	28,737	28,581	27,257
AIR FORCE	3	2	2	2	1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,143,718	1,163,898	1,120,925	1,146,697	1,118,421	1,112,718	1,100,063
DIRECT HIRE a/	1,058,683	1,079,090	1,040,752	1,066,880	1,042,152	1,036,489	1,024,033
INDIRECT HIRE b/	85,035	84,808	80,173	79,817	76,269	76,229	76,030

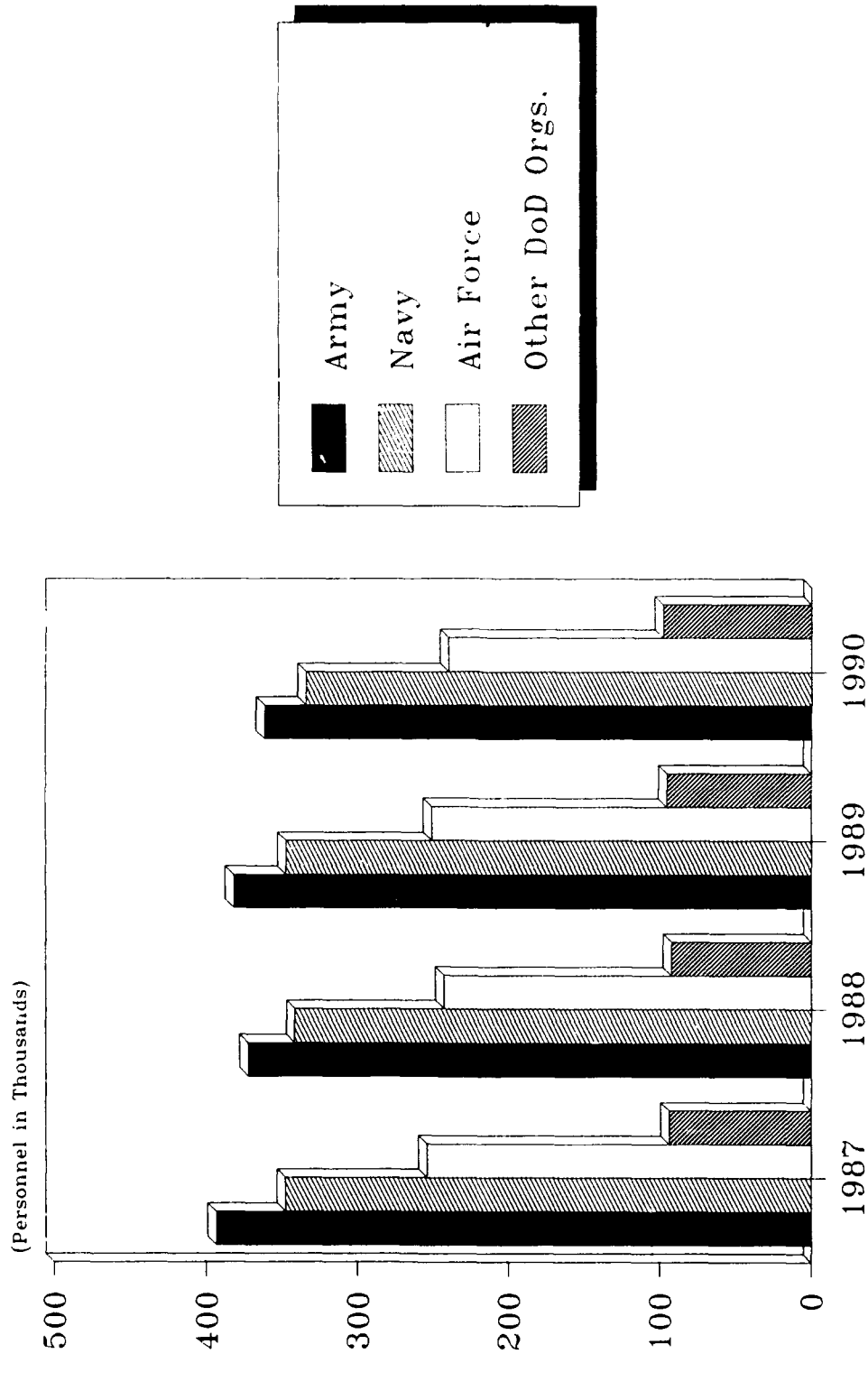
a/As reported officially to the Office of Personnel Management

b/Foreign Nationals supporting U.S. Military Forces overseas under contracts or agreements with foreign governments

c/See Glossary for a list of Other DoD Organizations

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# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS

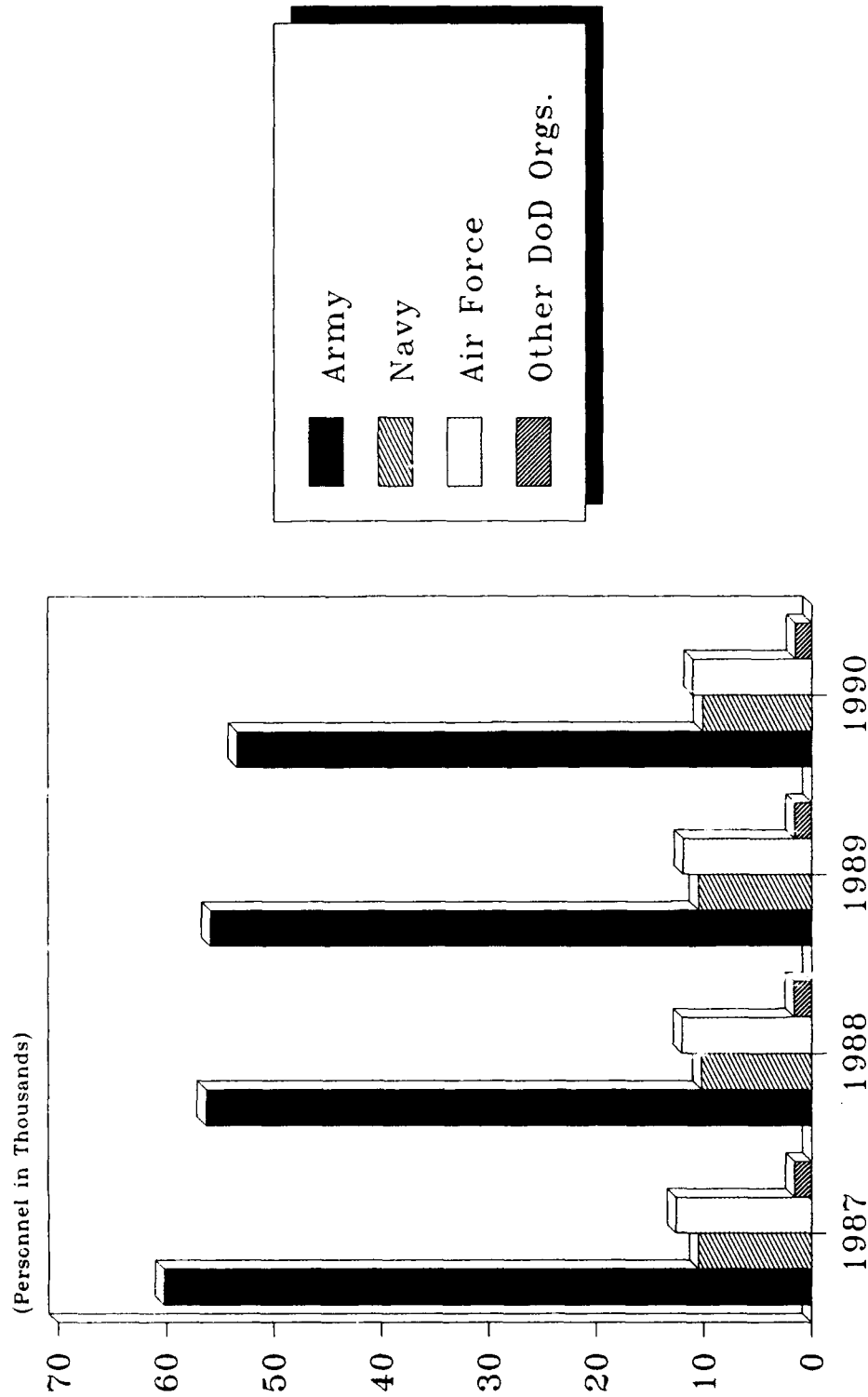


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Figure 1 - Direct Hires



# TRENDS IN DoD CIVILIAN EMPLOYMENT MILITARY AND CIVIL FUNCTIONS



FISCAL YEAR

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Figure 2 - Indirect Hires

TABLE 3

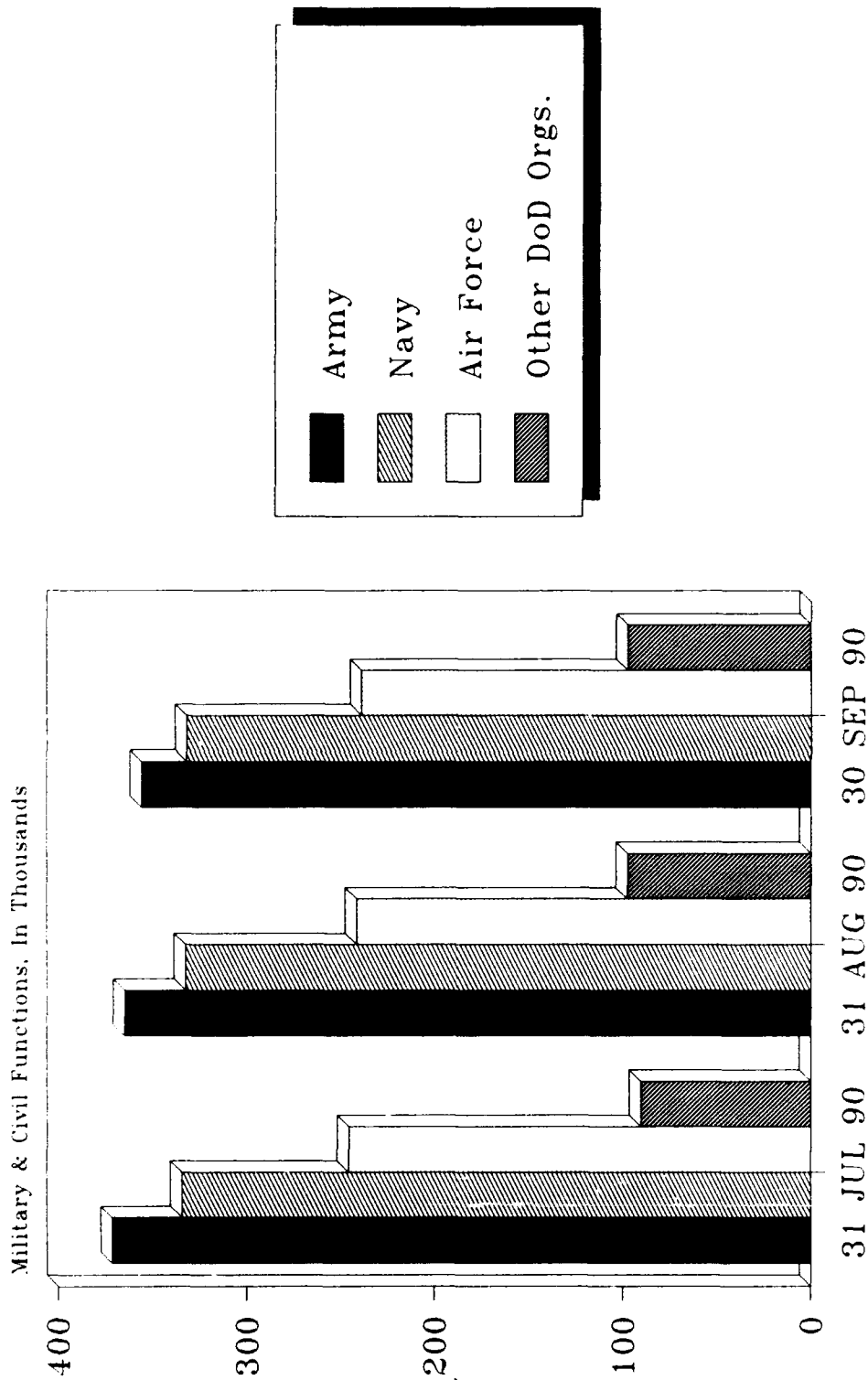
# DoD Direct Hire Civilian Personnel Subject to OMB Ceiling, By Function and Defense Component

FUNCTION/COMPONENT	TOTAL EMPLOYMENT			PROGRAMMED STRENGTH	FULL-TIME WITH PERMANENT APPOINTMENTS		
	31 JUL 90	31 AUG 90	30 SEP 90		31 JUL 90	31 AUG 90	30 SEP 90
MILITARY FUNCTIONS							
ARMY	1,013,414	1,007,907	996,775	1,013,586	899,835	901,582	894,747
NAVY	342,851	336,416	328,688	334,387	290,689	287,204	283,619
AIR FORCE	334,403	332,595	331,982	337,186	305,803	304,781	303,640
OSD & ORGANIZATIONS SERVICED	245,690	241,434	238,831	248,622	220,393	219,851	218,148
BY OSD a/							
DEFENSE COMMUNICATIONS AGENCY	4,453	4,354	4,333	4,794	4,061	4,056	4,062
DEFENSE CONTRACT AUDIT AGENCY	2,526	2,456	2,372	2,401	2,378	2,361	2,327
DEFENSE INVESTIGATIVE SERVICE	6,867	6,762	6,629	7,453	6,627	6,581	6,507
DEFENSE LOGISTICS AGENCY	4,033	4,023	3,996	4,250	3,972	3,964	3,941
DEFENSE MAPPING AGENCY	57,380	56,828	56,473	49,186	53,912	53,559	53,271
DEFENSE NUCLEAR AGENCY	8,033	7,973	7,883	8,411	7,822	7,772	7,722
DEPARTMENT OF DEFENSE	846	804	796	942	746	739	731
DEPENDENTS SCHOOLS							
DEPARTMENT OF DEFENSE	3,970	11,996	12,537	13,488	1,290	8,586	8,640
INSPECTOR GENERAL							
ON-SITE INSPECTION AGENCY	1,500	1,475	1,482	1,585	1,455	1,457	1,464
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	79	83	86	71	75	83	86
CIVIL FUNCTIONS							
ARMY	763	708	687	810	612	588	589
AIR FORCE							
	28,738	28,582	27,258	N/A	26,116	25,944	25,782
	28,737	28,581	27,257		26,115	25,943	25,781
	1	1	1		1	1	1
TOTAL MILITARY AND CIVIL FUNCTIONS	1,042,152	1,036,489	1,024,033	N/A	925,951	927,526	920,529

a/ See the Glossary for a list of OSD and Organizations Serviced by OSD.

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# DoD DIRECT HIRE CIVILIAN PERSONNEL SUBJECT TO OMB CEILING, BY MONTH & DEFENSE COMPONENT



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Figure 3 - Total Employment

**TABLE 4**

**DoD Direct and Indirect Hire Civilian Personnel by Component  
(Excluding the Military Departments) - September 30, 1990 a/**

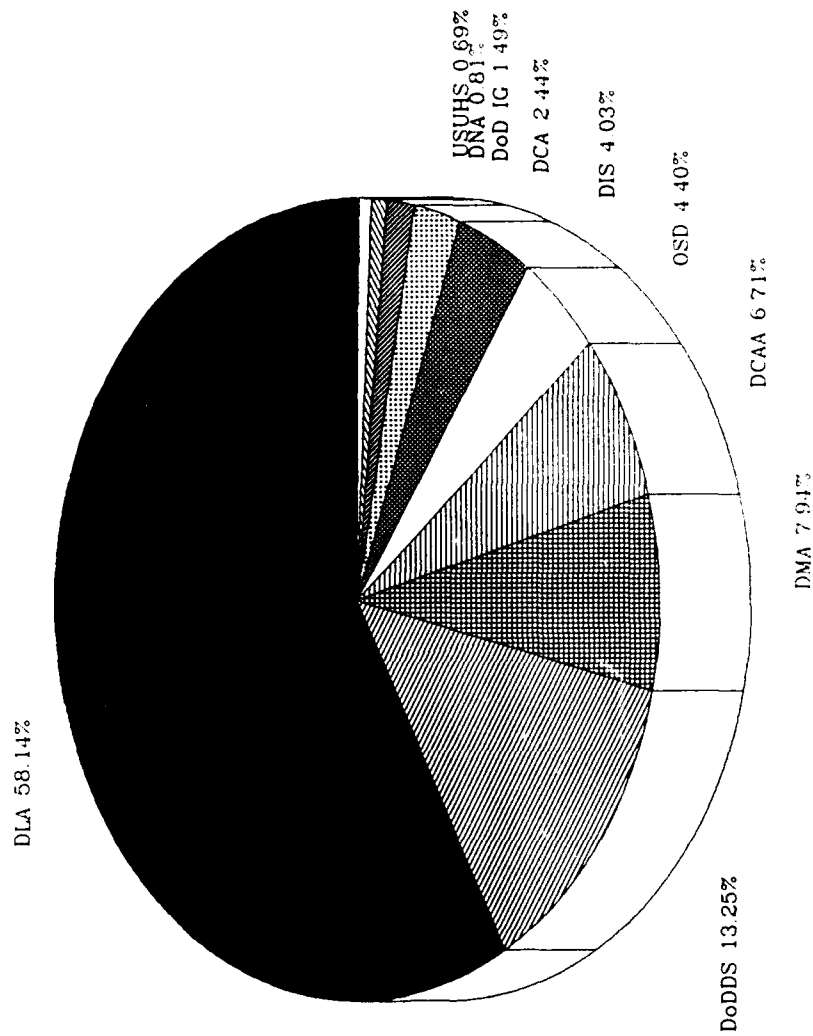
<b>DEFENSE COMPONENTS</b>	<b>TOTAL</b>	<b>DIRECT HIRE CIVILIANS</b>	<b>INDIRECT HIRE CIVILIANS</b>
OSD AND ORGANIZATIONS SERVICED BY OSD b/	4,377	4,362	15
DEFENSE COMMUNICATIONS AGENCY	2,427	2,417	10
DEFENSE CONTRACT AUDIT AGENCY	6,677	6,671	6
DEFENSE INVESTIGATIVE SERVICE	4,013	4,013	0
DEFENSE LOGISTICS AGENCY	57,822	56,988	834
DEFENSE MAPPING AGENCY	7,900	7,899	1
DEFENSE NUCLEAR AGENCY	803	803	0
DEPARTMENT OF DEFENSE DEPENDENTS SCHOOLS	13,180	12,537	643
DEPARTMENT OF DEFENSE INSPECTOR GENERAL	1,483	1,482	1
ON-SITE INSPECTION AGENCY	86	86	0
UNIFORMED SERVICES UNIVERSITY OF THE HEALTH SCIENCES	687	687	0
<b>TOTAL</b>	<b>99,455</b>	<b>97,945</b>	<b>1,510</b>

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of OSD and Organizations serviced by OSD.

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# DoD DIRECT AND INDIRECT HIRE CIVILIAN EMPLOYMENT BY COMPONENT SEPTEMBER 30, 1990



Excludes Military Departments

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(OSIA - .10%)  
FIGURE 4

TABLE 5

**DoD Direct Hire Civilian Personnel, by Type  
According to Defense Component - September 30, 1990 a/**

<b>TYPE OF PERSONNEL</b>	<b>TOTAL DoD a/</b>	<b>ARMY</b>	<b>NAVY</b>	<b>AIR FORCE</b>	<b>OTHER DoD ORGS. b/</b>
<b>TOTAL</b>	1,033,730	361,694	334,271	239,820	97,945
<b>BY STATUS</b>					
FULL-TIME	1,008,015	352,356	328,713	233,203	93,743
PART-TIME	22,059	8,607	5,127	4,378	3,947
INTERMITTENT	3,656	731	431	2,239	255
<b>BY CAREER SERVICE CATEGORY</b>					
COMPETITIVE	866,002	289,113	297,799	197,229	81,861
EXCEPTED AND SES	167,728	72,581	36,472	42,591	16,084
<b>BY TYPE OF APPOINTMENT</b>					
PERMANENT	934,537	316,174	306,997	220,762	90,604
TEMPORARY/INDEFINITE	99,193	45,520	27,274	19,058	7,341
<b>BY CITIZENSHIP</b>					
U.S. CITIZENS	995,835	346,181	318,868	233,321	97,465
NON-CITIZENS	37,895	15,513	15,403	6,499	480
<b>BY LABOR CATEGORY</b>					
SALARIED	728,278	267,842	217,548	157,249	85,639
WAGE BOARD	305,452	93,852	116,723	82,571	12,306

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of Other DoD Organizations.

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TABLE 6

**DoD Direct Hire Civilian Personnel, by Location/Type,  
According to Defense Component - September 30, 1990 a/**

LOCATION/TYPE OF PERSONNEL	TOTAL DoD a/	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. b/
WORLDWIDE TOTAL	1,033,730	361,694	334,271	239,820	97,945
UNITED STATES	938,944	317,858	309,862	226,397	84,827
BY LOCATION					
WASHINGTON, D.C., SMSA c/	86,738	27,230	37,213	6,155	16,140
REMAINDER OF U. S.	852,206	290,628	272,649	220,242	68,687
BY LABOR CATEGORY					
SALARIED	660,277	237,453	205,043	145,152	72,629
WAGE BOARD	278,667	80,405	104,819	81,245	12,198
BY CITIZENSHIP					
U. S. CITIZENS	938,338	317,543	309,696	226,363	84,736
NON-CITIZENS	606	315	166	34	91
U. S. TERRITORIES	7,262	1,333	5,009	839	81
BY LABOR CATEGORY					
SALARIED	3,914	929	2,533	379	73
WAGE BOARD	3,348	404	2,476	460	8
BY CITIZENSHIP					
U. S. CITIZENS	7,228	1,333	4,995	836	64
NON-CITIZENS	34	0	14	3	17
FOREIGN COUNTRIES	87,524	42,503	19,400	12,584	13,037
BY LABOR CATEGORY					
SALARIED	64,087	29,460	9,972	11,718	12,937
WAGE BOARD	23,437	13,043	9,428	866	100
BY CITIZENSHIP					
U. S. CITIZENS	50,269	27,305	4,177	6,122	12,665
NON-CITIZENS	37,255	15,198	15,223	6,462	372

a/Includes personnel not subject to OMB ceiling control.

b/See the Glossary for a list of the Other DoD Organizations.

c/The Washington, D.C., Standard Metropolitan Statistical Area (SMSA) consists of the District of Columbia; Montgomery, Prince Georges, Charles, Calvert, and Frederick counties in Maryland; Alexandria, Fairfax, Falls Church, Manassas, and Manassas Park cities, and Arlington, Fairfax, Loudoun, Stafford, and Prince William counties in Virginia.

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TABLE 7

**DoD Indirect Hire Civilian Personnel, by Country,  
According to Defense Component - September 30, 1990**

COUNTRY	TOTAL DoD	ARMY	NAVY	AIR FORCE	OTHER DoD ORGS. a/
TOTAL	76,030	53,370	10,119	11,031	1,510
BELGIUM	885	848	0	21	16
GERMANY	52,525	45,851	3	5,594	1,077
GREECE	450	2	98	337	13
GUAM	4	0	4	0	0
JAPAN	16,606	3,219	8,955	4,226	206
KOREA	3,119	3,119	0	0	0
NETHERLANDS	430	331	0	83	16
PHILIPPINES	6	0	6	0	0
SPAIN	1,900	0	1,053	770	77
UNITED KINGDOM	105	0	0	0	105

a/See the Glossary for a list of Other DoD Organizations.

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## GLOSSARY

Civil Functions. Functions primarily associated with the civil works program of the Army Corps of Engineers. This program encompasses planning, programming, designing, constructing, and operating Federal water resource projects for navigation, flood control, hydroelectric power, water supply, recreation, and related activities. Civil functions also includes cemeterial workers (Army) and several conservation management employees (Air Force).

Competitive Service. All civil service positions in the Executive Branch, except:

1. Positions which are specifically exempted from the competitive service by or under statute;
2. Positions which appointments are made by nomination for confirmation by the Senate, unless the Senate otherwise directs or when specifically included in the competitive service by statute;
3. Positions in the Senior Executive Service.

Also includes civil service positions not in the Executive Branch which are specifically included in the competitive service by statute.

Direct Hire Civilians. Employees hired directly by an agency of the Department of Defense (DoD). Included are foreign nationals hired by DoD to support DoD activities in their home countries.

DoD. Department of Defense.

Excepted Service. All positions in the Executive Branch of the Federal government (except Senior Executive Service positions) which are specifically excepted from the competitive service by or pursuant to a statute, the President, or the Office of Personnel Management.

Full-Time Employees. Employees who are regularly scheduled to work the number of hours and days in the administrative work week for their employment group or class. (Usually 5 days of 8 hours each.)

Indirect Hire Civilians. Foreign nationals assigned to support U.S. forces through contracts or agreements with foreign governments (or agencies thereof). These personnel are employees of the foreign governments involved.

Intermittent Employees. Employees who are employed with no prescheduled tour of duty (i.e., employed on irregular or occasional basis).

Military Functions. Activities normally associated with the uniformed services.

OMB Ceiling Employment. Employees subject to the Office of Management and Budget (OMB) ceilings established to administer Presidential employment ceiling limitations. Refer to the Office of Personnel Management System Supplement 298-2, Subchapter 53, for a delineation of employment exempt from ceiling control.

#### OTHER DoD ORGANIZATIONS

\*Office of the Secretary of Defense (OSD)

\*Joint Chiefs of Staff (JCS)

Inspector General of the Department of Defense

#### Department of Defense Agencies:

\*Corporate Information Management Task Force (CIM)

\*Defense Advanced Research Projects Agency (DARPA)

Defense Commissary Agency (DeCA)

Defense Communications Agency (DCA)

Defense Contract Audit Agency (DCAA)

Defense Investigative Service (DIS)

\*Defense Legal Services Agency (DLSA)

Defense Logistics Agency (DLA)

Defense Mapping Agency (DMA)

Defense Nuclear Agency (DNA)

\*Defense Security Assistance Agency (DSAA)

On-Site Inspection Agency (OSIA)

\*Strategic Defense Initiative Organization

NOTE: \*Organizations serviced by OSD.

Department of Defense Field Activities:

- \*American Forces Information Service (AFIS)
- \*Defense Medical Support Activity (DMSA)
- \*Defense Technology Security Administration (DTSA)
- Department of Defense Dependents Schools (DODDS)
- \*Office of Civilian Health and Medical Program  
Office (OCHAMPUS)
- \*Office of Economic Adjustment (OEA)
- \*Washington Headquarters Services (WHS)

\*U.S. Court of Military Appeals

Uniformed Services University of the Health Sciences (USUHS)

Part-Time Employees. Employees who are regularly scheduled for a prearranged tour of duty which is less than the specified number of hours or days worked by full-time employees in the same employment group or class.

Permanent Appointments. Permanent appointments are defined within each type of service as follows:

1. **COMPETITIVE SERVICE** - Employees serving under career appointments who are serving or who have completed their initial appointment probation or who are not required to serve an initial appointment probation. Also includes employees with career-conditional appointments.
2. **EXCEPTED SERVICE** - Employees whose appointments carry no restrictions or conditions, such as conditional appointments, indefinite, or specific time limitations, or trial periods. Based on tenure, can include employees serving trial periods or those whose tenure is equivalent to career-conditional in the competitive service.

NOTE: \*Organizations serviced by OSD

3. SENIOR EXECUTIVE SERVICE (SES) - All SES employees except those serving under "limited term" and "limited emergency" appointments.

Salaried Employees. Primarily employees occupying positions subject to the Classification Act of 1949, as amended, and a limited number of other employees whose compensation is established by other legislation, Executive Order, or administrative determination.

Senior Executive Service (SES). Positions in an agency with grade 16, 17, or 18 of the General Schedule or Level IV or V of the Executive Schedule (unless exempted). Also includes equivalent positions which need not be filled by appointment by the President and confirmation by the Senate and which have not been specifically excluded from the SES.

Total Paid Civilian Employment. Total direct and indirect hire civilian employment. For direct hires, includes, with some exceptions, all direct hire employees who had not officially separated as of the reporting period or were on paid leave.

Wage System Employees. Employees whose basic rates of pay are fixed in accordance with locally prevailing rates or by wage boards or similar administrative authority. Includes prevailing rate employees. (Prevailing rate employees are those employed by an agency in a recognized trade or craft; other skilled mechanical craft; or an unskilled, semiskilled, or skilled manual labor occupation. Also includes any other person, including a foreman or supervisor, in a position where trade, craft, or labor experience and knowledge is a paramount requirement.)